

# FIRE SUPPRESSION AIDES

MOU Contract 2025-2030

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).



## MEDICAL PREMIUM SUBSIDY

Effective February 08, 2025

Employee-Only	\$616.42
Employee +1	\$763.77
Employee +2 or more	\$848.00

## MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.



## DENTAL PREMIUM SUBSIDY

\$9.46 (requires enrollment in a County medical plan)

## VISION PREMIUMS

Utilize the medical premium subsidy balance towards vision care premiums\*

\*Must be enrolled in a county medical and dental healthcare plan to roll over the subsidy balance.



*Benefit rates listed for full-time employees scheduled for (61-80 hours) per biweekly pay period unless otherwise noted.*

## LEAVE PROVISIONS

**PTO – Paid Time Off** 180-216 hours per year  
*Cash-out option up to 60 hours per year if 80 hours of PTO used in previous year*

**Holiday** Earn 2x's your base salary rate for 11 holidays \*employees must work the holiday to receive compensation. See MOU for list.

**Bereavement** 2 days per occurrence  
*(3 if traveling >1,000 miles)*

*Employees are our most valuable resource.*

**COUNTY-PAID BENEFITS**

**LONG-TERM DISABILITY INSURANCE**

Eligible; covered under Local 935 policy

**BASIC TERM LIFE INSURANCE**

\$25,000

**RETIREMENT**

**SBCERA Retirement Formulas**

*Reciprocity provisions may apply*

**Tier I**     3.0% AT AGE 50  
*Hired PRIOR to Jan 1, 2013*

**Tier II**    2.7% at age 57  
*Hired ON or AFTER Jan 1, 2013*

**457(b) Deferred Compensation**

Eligible after one year of continuous service in a regular position County matching contribution ½ times employee contribution, up to 0.5%.

**Retirement Medical Trust (RMT)**

**County Contribution**

(Based on continuous years of service):

- 7-9 years = 1.0% of biweekly base salary
- 10-15 years = 2.00% of biweekly base salary
- 16-19 years = 2.75% of biweekly base salary
- 20+ years = 3.00% of biweekly base salary

**Sick Leave Conversion**

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

**VOLUNTARY PARTICIPATION PROGRAMS**

<b>Supplemental Term Life Insurance</b>	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
<b>FSA (Flexible Spending Account)</b>	Pre-tax account for qualified health care expenses up to \$3,200 annually.  Employees who select County sponsored Blue Shield Access + or Kaiser Choice HMO plans are eligible for up to a \$10 per pay period match.
<b>DCAP (Dependent Care Assistance Program)</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>529 Savings Plan</b>	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
<b>Combined Giving</b>	<a href="http://link.sbcounty.gov/CombinedGiving">link.sbcounty.gov/CombinedGiving</a>  Give back to the community via one-time or ongoing payroll deductions.
<b>Commuter Services</b>	<a href="http://link.sbcounty.gov/rideshare">link.sbcounty.gov/rideshare</a>  Help the environment, reduce traffic, save money and earn rewards with your commute.
<b>Employee Discounts</b>	<a href="http://link.sbcounty.gov/EmployeeDiscount">link.sbcounty.gov/EmployeeDiscount</a>  Save big at hundreds of national and local merchants
<b>Wellness Program</b>	<a href="http://link.sbcounty.gov/wellness">link.sbcounty.gov/wellness</a>  Information, resources and rewards to support your healthy lifestyle.
<b>EAP (Employee Assistance Program)</b>	<a href="http://link.sbcounty.gov/eap">link.sbcounty.gov/eap</a>  Confidential expert support and resources available at any time, at no cost to you.